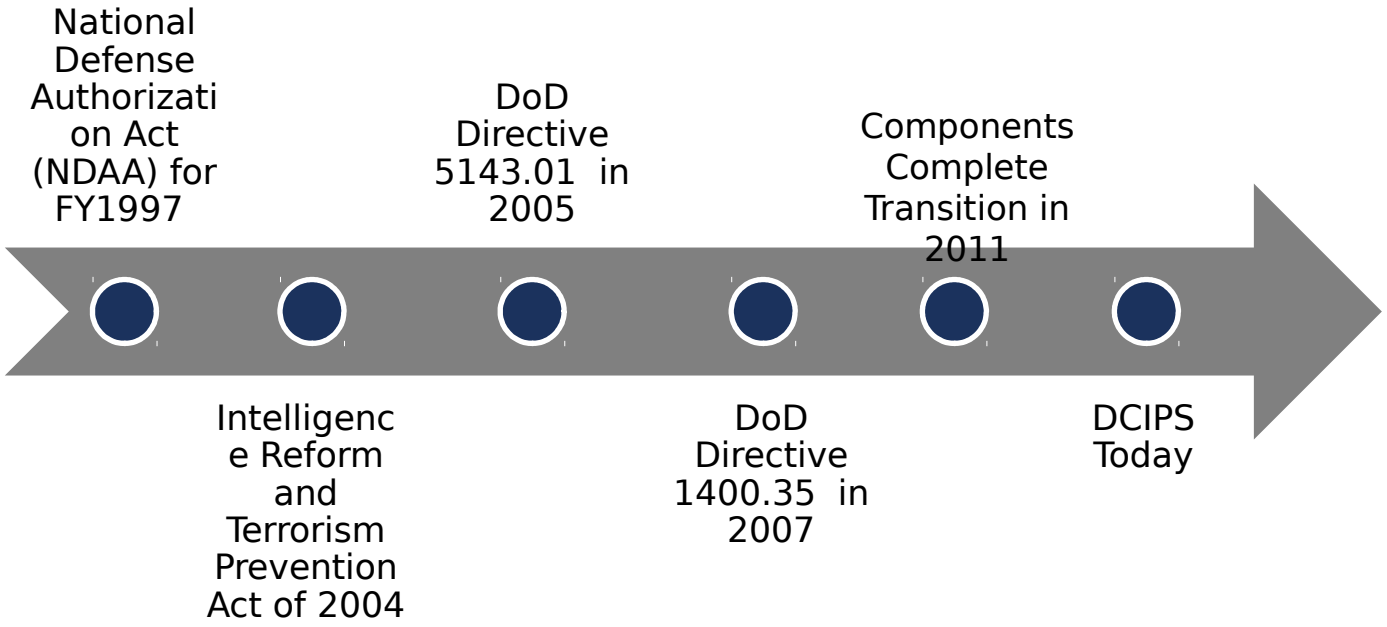
Lesson 2: Introduction to DCIPS

Duration: 60 minutes

Lesson 2 Topics

- Topic 1 - DCIPS Timeline
- Topic 2 - DCIPS Foundation: Values, Principles, Performance Culture, Goals, and Key Individual Responsibilities

DCIPS Timeline

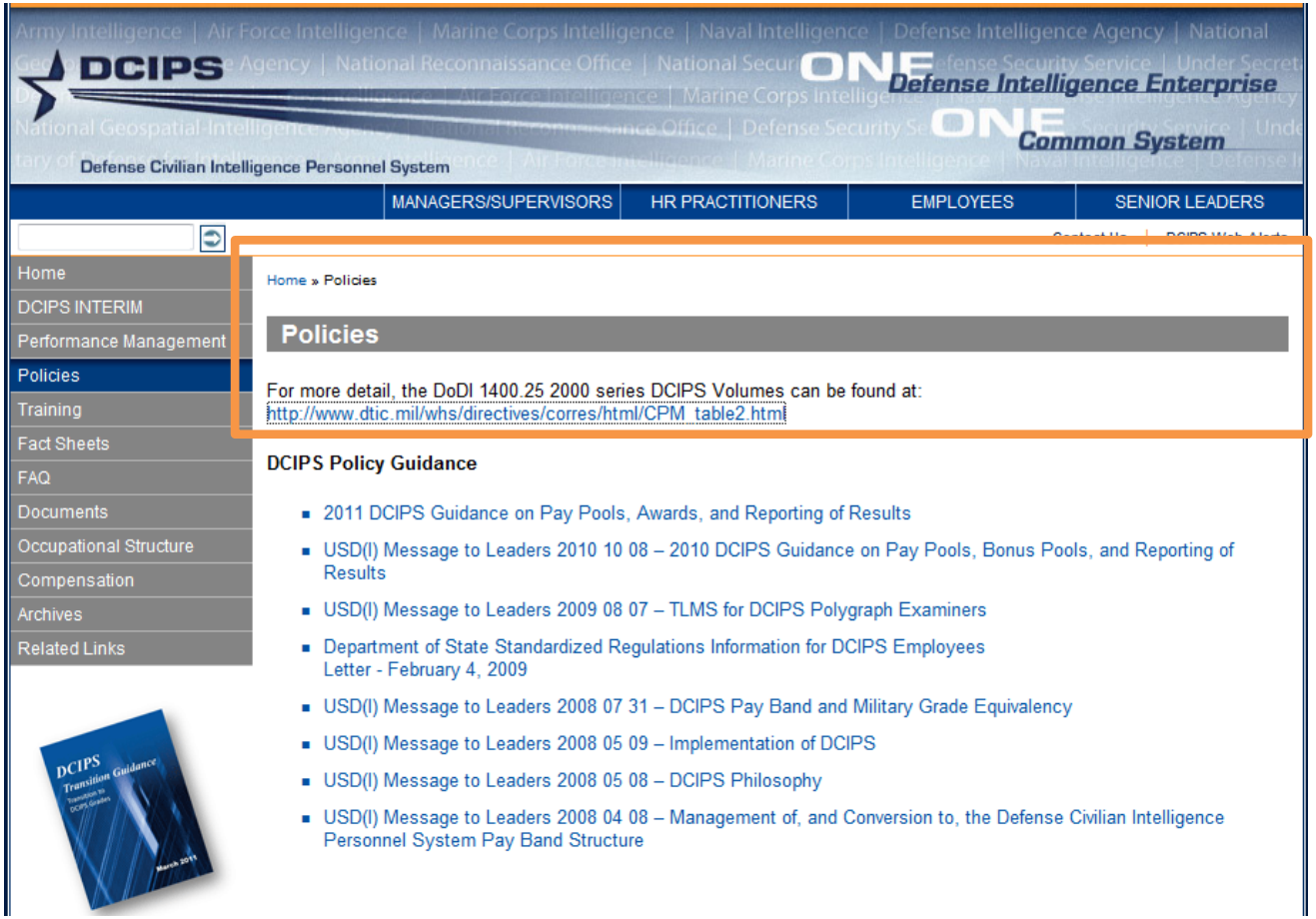

National Defense Authorization Act (NDAA) for FY1997
Intelligence Reform and Terrorism Prevention Act of 2004
DoD Directive 5143.01 in 2005
DoD Directive 1400.35 in 2007
Components Complete Transition in 2011
DCIPS Today

Introduction to DCIPS

Key Design Concepts

- Enterprise Perspective
- Consistency Across the Enterp
- Foundation of Performance
- Performance Based Recognitio
- Competitive Compensation

DCIPS Volumes

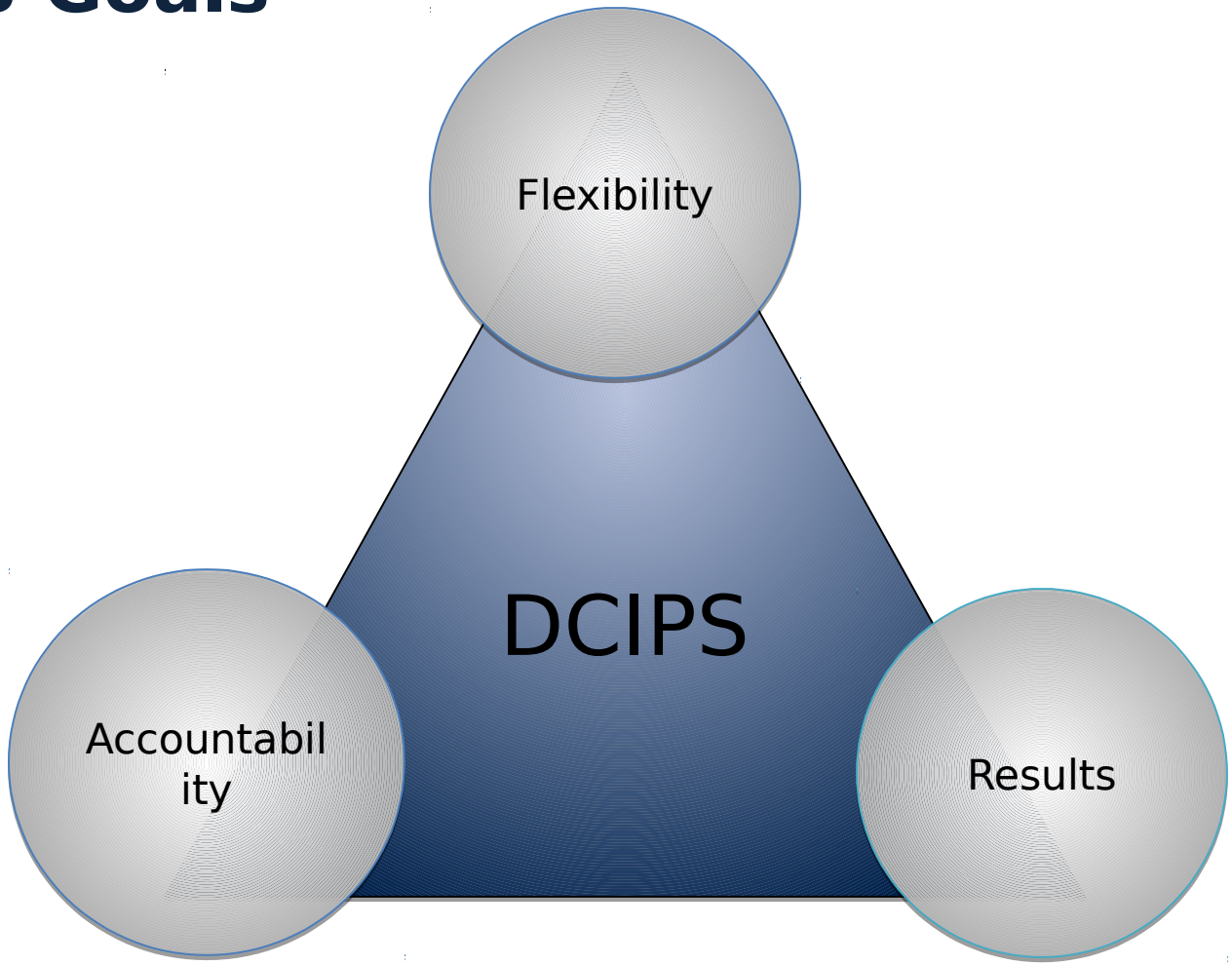

DCIPS
Defense Civilian Intelligence Personnel System
ONE Defense Intelligence Enterprise
ONE Common System
MANAGERS/SUPERVISORS
HR PRACTITIONERS
EMPLOYEES
SENIOR LEADERS
Home
DCIPS INTERIM
Performance Management
Policies
Training
Fact Sheets
FAQ
Documents
Occupational Structure
Compensation
Archives
Related Links
Home » Policies
Policies
For more detail, the DoDI 1400.25 2000 series DCIPS Volumes can be found at:
http://www.dtic.mil/whs/directives/corres/html/CPM_table2.html
DCIPS Policy Guidance
2011 DCIPS Guidance on Pay Pools, Awards, and Reporting of Results
USD(I) Message to Leaders 2010 10 08 – 2010 DCIPS Guidance on Pay Pools, Bonus Pools, and Reporting of Results
USD(I) Message to Leaders 2009 08 07 – TLMS for DCIPS Polygraph Examiners
Department of State Standardized Regulations Information for DCIPS Employees Letter - February 4, 2009
USD(I) Message to Leaders 2008 07 31 – DCIPS Pay Band and Military Grade Equivalency
USD(I) Message to Leaders 2008 05 09 – Implementation of DCIPS
USD(I) Message to Leaders 2008 05 08 – DCIPS Philosophy
USD(I) Message to Leaders 2008 04 08 – Management of, and Conversion to, the Defense Civilian Intelligence Personnel System Pay Band Structure
DCIPS Transition Guidance
March 2011

DCIPS Volumes can be found at http://www.dtic.mil/whs/directives/corres/html/CPM_table2.html

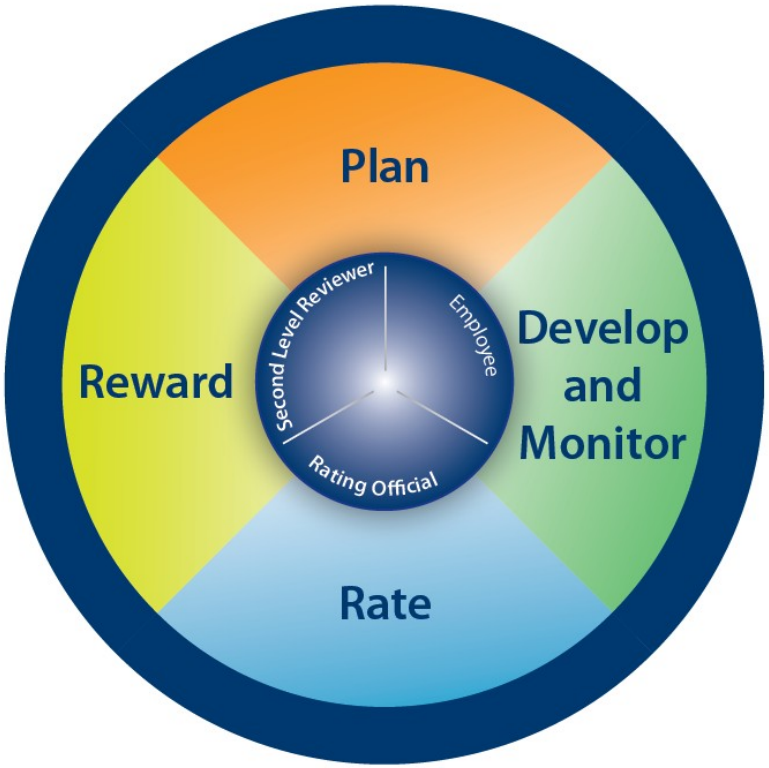
DCIPS Performance Culture

- Embraces innovation, collaboration, and teamwork with the intention of producing remarkable results. This is displayed through:
  - Committed leadership
  - Engaged employees
- Everything and everyone in the organization is committed to supporting the mission, improving performance, and achieving results that provide a global intelligence advantage

DCIPS Goals

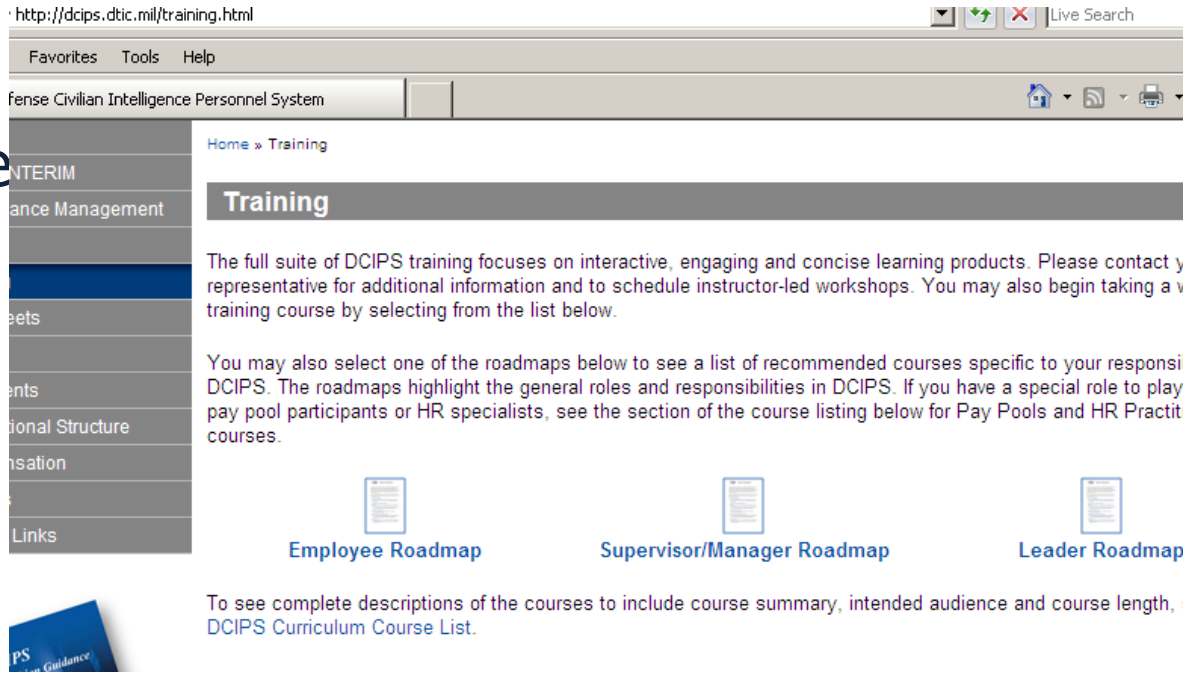


Four Phases of Performance Management



Key Individual Responsibilities

- HR Practitione
- Leaders
- Managers/ Supervisors
- Employees


http://dcips.dtic.mil/training.html
Live Search
Favorites
Tools
Help
fense Civilian Intelligence Personnel System
NTERIM
ance Management
eets
nts
ional Structure
nsation
Links
Home » Training
Training
The full suite of DCIPS training focuses on interactive, engaging and concise learning products. Please contact y
representative for additional information and to schedule instructor-led workshops. You may also begin taking a v
training course by selecting from the list below.
You may also select one of the roadmaps below to see a list of recommended courses specific to your responsi
DCIPS. The roadmaps highlight the general roles and responsibilities in DCIPS. If you have a special role to play
pay pool participants or HR specialists, see the section of the course listing below for Pay Pools and HR Practit
courses.
Employee Roadmap
Supervisor/Manager Roadmap
Leader Roadmap
To see complete descriptions of the courses to include course summary, intended audience and course length,
DCIPS Curriculum Course List.

For a more detailed look at the DCIPS individual responsibilities, download a DCIPS training and roles/responsibilities roadmap from the DCIPS training page: http://dcips.dtic.mil/training.html

Lesson 2 Review

- Topic 1 - DCIPS Timeline
- Topic 2 - DCIPS Foundation: Values, Principles, Performance Culture, Goals, and Key Individual Responsibilities